



DEPARTMENT OF THE ARMY  
Headquarters, Engineer Brigade, 1<sup>st</sup> Armored Division  
Unit 24141  
APO AE 09169



## COMMAND POLICY

POLICY NUMBER: 6-21	Proponent: AETV-THQ-C	Date: 1 November 2005
SUBJECT: Command Policy Memorandum, Leader Development		
REFERENCE: <ul style="list-style-type: none"><li>a. USAREUR Policy Memo #1, Leadership and Force Readiness, 1Mar99.</li><li>b. USAREUR Policy Memo #5, Officer Professional Development &amp; utilization, 1Mar99.</li></ul>		
PURPOSE: To layout the guidelines for the development for the Brigade Officers		
<ol style="list-style-type: none"><li>1. One of the most important responsibilities that we have as leaders is to train those that will take our place. The Engineer Brigade will take the time and energy to develop our Company Grade Officers, Field Grade Officers, and NCOs.</li><li>2. Our program consists of four phases:<p><u>Part I:</u> All LTs and SGT, SSG and SFC's will participate in a battalion check-ride program designed to train them in those basic level tasks that will make them successful. Battalion Commanders will initially assign these soldiers to platoons. After a minimum of 12 months platoon-level time, they may be moved to battalion or brigade level staff. No engineer 2LT's will be assigned to Brigade or Battalion staffs.</p><p><u>Part II:</u> All CPTs and MSG/1SGs will review all information and tasks in Part I, all Post Career Course Captains will complete the Company Command Prep Program (See policy letter # 1-11), and attend the 7ATC CDR/1SG Course.</p><p><u>Part III:</u> All MAJ/LTCs and SGM/CSMs will review all information and tasks in Part I and Part II, attend (or review for Majors) the 7ATC Pre-Command Course program material, and conduct office calls with the division staff.</p><p><u>Part IV:</u> This is the sustainment phase primarily consisting of Leader moves to successive positions of increasing responsibility and experience, job performance counseling, attending additional 7 ATC schools based on duty assignment, OPD/NCOPD program classes, and conducting AAR's after all events.</p></li><li>3. I expect leaders at all levels to take full ownership of this program and assist with the growth and development of those leaders junior to them.</li><li>4. POC is the Brigade S-3 OIC, (DSN) 343-9422.</li></ol>		



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IRON SAPPERS!

//ORIGINAL SIGNED//  
JAMES D. SHUMWAY  
COL, EN  
Commanding

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